

## **The Development Coaching Programme**

An inspirational coaching programme designed for those who really want to empower others to develop and put a coaching approach at the centre of their work. Learning how to coach beyond the basic frameworks and create conversations that really matter, enables participants to not only create change within the individuals they work with, but to shift the culture of the whole organisation. Coaching changes the way people talk, listen, relate and feel about themselves.

This programme is inter-active, engaging and thought-provoking. Consisting of 10 half-day sessions (or 5 -full day sessions) and designed specifically to provide the skills, awareness and confidence to bring quality coaching back into your workplace.

**Duration** – 30hrs (10 x half-day sessions or 5 x full-day sessions)

**Delivery** – Over Zoom (or in-person if logistics allow)

### **Content**

Session 1 – What Coaching Really Is & How to Use It

Session 2 – Quality Listening and Questioning

Session 3 – Perspective, Purpose and Progress Coaching

Session 4 – The BRIGHT Framework

Session 5 – Values-based Coaching

Session 6 – Empowerment

Session 7 – Person-Centred Coaching

Session 8 – Coaching Connections

Session 9 – Transactional Analysis & Coaching

Session 10 – Growth & Change

### **The Sessions**

#### **Session 1 – What Coaching Really Is & How to Use It**

Truly understanding what coaching really is and how to use it, provides the greatest of resources to create real and lasting empowerment for those around you.

*By the end of this session you will...*

- Understand what coaching really is and isn't
- Learn how to implement a coaching approach
- Know when coaching is and isn't appropriate

## **Session 2 – Quality Listening and Questioning**

The quality of your listening and questioning are the most important aspects of your communication with others, yet most of us don't really understand the skill required to create deep listening and empowering questions.

Outcome: By the end of this session you will ....

- Know the 4 levels of listening and the difference they make.
- Understand how to deepen your listening
- Learn how to ask Heart rather than Head questions

## **Session 3 – Perspective, Purpose and Progress Coaching**

Being able to coach from different positions and provide range in your coaching offers a greater depth of development and growth for those you work with.

Outcome: By the end of this session you will ....

- Know the difference between the 3 P's
- Understand how to ask questions from different coaching positions
- Respond effectively to the needs of the conversation

## **Session 4 – The BRIGHT Framework**

Understanding and having a coaching framework to work alongside enables you to effectively reflect and review the coaching process and gives you a scaffolding for your coaching conversations.

Outcome: By the end of this session you will ....

- Understand the elements of the BRIGHT framework
- Recognise the surface and deeper realities
- Be able to implement STAR actions and accountability

## **Session 5 – Values-based Coaching**

Knowing your own values and being able to coach from a values-based place enables the coaching to have greater impact and a deeper effect across all areas of life.

Outcome: By the end of this session you will ....

- Understand how to listen for values in others
- Recognise the your own personal values
- Be able to ask values-based questions

## **Session 6 – Empowerment**

Empowerment only truly comes from within, and understanding how it works and the elements involved will enable you to offer greater development.

Outcome: By the end of this session you will ....

- Understand the elements required for empowerment
- Recognise the difference between trust and faith
- Be able to create empowering conversations

### **Session 7 – Person-Centred Coaching**

Understanding the basics of Carl Roger's Person-Centred Theories is vital to creating environments and relationships in which people can truly thrive.

Outcome: By the end of this session you will ....

- Know Rogers' 3 Core Conditions
- Recognise the importance of environment
- Understand The Actualising Tendency

### **Session 8 – Coaching Connections**

Connection is the key to quality coaching, and yet it sits at the heart of any successful coaching programme. Better connections enable deeper conversations.

*By the end of this session you will...*

- *Understand how connection really works.*
- *Learn how to move through the 3R's.*
- *Recognise what gets in the way of quality connection.*

### **Session 9 – Transactional Analysis & Coaching**

Understanding the basics of Transactional Analysis will give you greater awareness into how yourself and other people are wired up and connecting with others.

*By the end of this session you will...*

- *Understand your own drivers and working styles*
- *Recognise the PAC model in action*
- *Know how to spot and avoid the Drama Triangle*

### **Session 10 – Growth & Change**

Helping people to navigate transitions can be a tricky business. Increasing your awareness of growth and change, and how to coach through them is vital to successful coaching

*By the end of this session you will...*

- *Understand the difference between change and growth.*
- *Learn what hinders people from truly growing.*
- *Know how to best coach through times of transition.*